

STATINTL

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FACTORS			Boatner			
Factor I/ Factor Level						
Point Value						
Factor II/ Factor Level						
Point Value						
Factor III/ Factor Level						
Point Value						
Factor IV/ Factor Level						
Point Value						
Factor V/ Factor Level						
Point Value						
Total Points						
GS Grade						

Total Point Spread Among Raters --

% of Proposed Grade Reaffirmation --

of Evaluations Resulting in Downgrading --

of Evaluations Resulting In Upgrading --

Average Point Allocation --

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POSITION TITLE

FACTORS	Chf. USSR Division, ORPA	Chf. Soviet Strategic Forces Division, OSR	Chf. Congressional Support Staff, NFAC	Director of Scientific Intelligence	NIO/WE NFAC	Chf. Develop. & Analysis Ctr., OER	Chf. Offensive Space Sys. Div., OWI	Dir. Strategic Warning Staff, ORPA	Chf. Life Sciences Div., OSI
Factor I/ Factor Level									
Point Value									
Factor II/ Factor Level									
Point Value									
Factor III/ Factor Level									
Point Value									
Factor IV/ Factor Level									
Point Value									
Factor V/ Factor Level									
Point Value									
Total Points									
GS Grade									

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FACTOR EVALUATION SYSTEM FOR AGENCY SUPERGRADE POSITIONS CRITIQUE

1. Identify segments of the system that should be embellished, omitted or rearranged in the interest of clarity and continuity:

2. Indicate concepts that are poorly defined or missing from the factor definitions:

3. Indicate areas of overlap or duplication among the factor definitions:

4. Cite instances where factor level descriptions do not clearly identify the extent to which the factor concepts are present:

5. Cite instances where the examples shown in many of the factor levels are inconsistent with, or do not support, the factor level descriptions and/or the factor definitions:

6. Identify inconsistencies and contradictions in the Definition of Terms as they relate to the factor definitions in the Evaluation Guide:

7. From your knowledge of Agency supergrade positions, are the proposed factors valid and all-inclusive for both manager and non-manager positions:

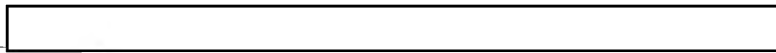
8. Express your opinion as to the significance of the "Man-Job" relationship in the evaluation of supergrade positions--particularly in the scientific and technical fields:

9. Identify any significant weaknesses in the Guide for Writing Supergrade Position Descriptions of an explanatory nature. Indicate ways of clarifying the description-writing instructions to insure correct understanding and interpretation by the incumbent or his supervisor:

10. Express any other comments of a general or specific nature regarding the validity, editorial quality, substantive coverage and utility of this proposed system for evaluating Agency supergrade positions:

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